Module 5: Leadership

After-Class Activity [with your Capstone Team]

Guidelines:

1. Utilizing the “Spotlight on the New Science of Team Chemistry” from your pre-reading as well as your recent 360 review, identify each Capstone team member’s leadership style.
2. Do you have a balanced team? What is your dominant type?
3. What styles/approaches are under-represented? What are the repercussions for the aspirations, productivity and enjoyment of the team?
4. Whether your team needs to fill in a gap of a style, or whether members can just increase their leadership abilities, use the “Seven Transformations of Leadership” from your pre-reading to identify transformations each person can work on in order to increase the strength and effectiveness of your Capstone team. (Be specific about about behaviors, communication methods, trainings, etc.)
5. Instructors will review your slides with the above information, but be brief when presenting your results to the class, so that you can allow time for discussion. Propose three questions (areas for suggestions from your classmates). You may have time to discuss just one, and your instructor will help you select that one.

Please pose a discussion question for the class instead of just presenting out.

1. Team Member’s Leadership Styles
   1. Adria - Integrator/Pioneer
   2. Joseph - Guardian/Pioneer
   3. Pedro - Driver/Pioneer
2. After each assessing each other and ourselves we found that we have a balance between all leadership styles. Coincidentally after individually assessing each other we found out that there is no dominant style.
3. We do not have an underrepresented style because we all represent the 4 categories. Because our dominant styles are so different, it sometimes causes a loss of productivity.
4. Seven Transformations of Leadership Styles
   1. Adria (Expert, Achiever, Strategist)
      1. Being right should never be the priority if it has an impact on that productivity of the group, in order to better myself as I leader, I should focus less on being right and more on bringing together solutions that make sense
      2. It is okay to analyze the constraints and perceptions of the project/team, as long as they remain up for discussion
      3. Try not to allow outside perceptions inhibit my ability to think outside of the box.
   2. Joseph (Expert, Strategist)
      1. To be more effective as a team member, I will keep in mind that my idea isn’t always the correct idea. I will be less resistant to other’s opinions and be more open to criticism
      2. On a similar vein, I will be more clear on what I’m working on so and explain my work/assumptions/reasonings such that others can clearly follow along. While I can still choose to be the expert on a certain region of a project, others should still be able to follow my work.
   3. Pedro (Expert, Achiever)
      1. In order to increase the strength of the overall style it is important that I become more open to the idea that I am not always right and to value more teamwork.
      2. Adopting new conversational strategies and engaging in mutual mentoring can help the overall style to become a more effective leader since all members bring different perspectives and leadership styles with characteristics that can be learned of.